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Sent: Tuesday, March 12, 2013 12:01 PM
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Hello -

I am writing to you as your elected representative on the MOSES Board of Directors. Because I believe that communication can build a stronger connection between the members and the people that work so hard on their behalf I will strive to send out monthly emails with important info from the Board of Directors meetings. I know that this wall of text that I generate each month can be a little intimidating to sort through so I will try to summarize each topic with bullet points at the beginning of each email. If you have any questions or would like more information about anything that I discuss with these communications please let me know. I will have hard copies of some of the committee reports, the treasurer's report, and the official meeting minutes in a binder on my desk at the Sudbury Crime Lab. Anyone interested is welcome to borrow and peruse the hard copies or request an electronic copy. Lastly if you are interested in receiving this information at a different email address please let me know. Happy reading!

Commonwealth Collective Bargaining Committee
Effective date for pay raises
Step dates for reclassified forensic scientists
Health and welfare payments

Other Post Employment Benefits (OPEB)

Website improvements

Alternative Work Schedules

Upcoming meetings

TODAY March 12th - Brookside Country Club BOURNE

April 9th- Mazzeo's PITTSFIELD

May 14th - Theresa's MIDDLETON

The collective bargaining committee is beginning to do research and make plans for future negotiations. If there is anything in our contract that you would like them to take a second look at please let me know and I can pass your thoughts their way.

There has been a LOT of discussion regarding the effective date for wage increases with the last contract extension. During meetings between the collective bargaining committee and the commonwealth the language used to negotiate the effective date of the pay increases was "first pay period" and the understanding of all those on the committee was that this meant Jan 1st. This is pretty significant because over the course of the contract we are being "shorted" a total of 28 days of increased pay this past January, July 2013 and January 2014. Because the first union to sign with the commonwealth in the last round on contract negotiations used the "pay period" language this was adopted in all versions of contracts for other bargaining units and this was interpreted by the commonwealth to mean the first pay period in which all days are in January. This means that it may be a difficult point to argue with the commonwealth since it will impact all bargaining units. A grievance has been filed by the union to preserve the time limit for retroactive pay and other unions may also file.

Another issue with the implementation of something negotiated for by MOSES is the problem with step raise dates for reclassified forensic scientists. When the reclassification took effect all affected members had their step dates changed to the effective date of the reclassification. For those who were hired early in the year this results in considerably delaying your step raise. This problem has been addressed to the legal team in MOSES and they will be making a decision soon about how to proceed. Management here at the lab is aware of the problem and they have made inquiries on behalf of the reclassified forensic scientists. I hope to provide you with more information about this soon.

Don't forget to submit your optical and dental expenses for reimbursement! I know that the claims reimbursement process seems like something out of the stone age while other services that we use in our daily life are quickly moving to be paperless. The low tech approach to this service is by design to keep costs low and to utilize the majority of the money provided by the commonwealth to be returned to members as reimbursements. Other methods of administration including hiring an outside company to administer the program usually charge 25-30% of the claims processed while the current method costs about 10%. The committee in charge of the trust and setting the claims process is working on incorporating some tools to make the process a little more user friendly and less confusing. If you have any questions about the current process you can always contact the claims administrator. He is quite responsive to email inquiries: maclaimsprocessing@hotmail.com If you have any suggestions or general criticism about how the plan is setup let me know and I can forward your concerns to the members of the health and welfare committee.

If you haven't already I would like to strongly encourage you all to take a look at the retiree health benefit reform legislation that Joe emailed us all about recently. These changes can make a HUGE difference in what you may be expecting to be entitled to upon retirement and any legislative changes will impact anyone who has not yet retired - NOT JUST NEW HIRES. If you would like additional information or didn't receive the latest email about the legislation filed by the governor please let me know and I can send you some reading materials. If you are close to retirement and you will fall into the gap between the current system and proposed changes and you would like to provide testimony I can put you in contact with our legislative aide to arrange the logistics.

There have been a lot of changes to the MOSES website. If you haven't visited it recently please check it out and let me know what you think! If there is information or resources you would like to see included on the website we can make it happen just drop me a line.

There has been some recent action by the Department of State Police to have some employees to file additional paperwork to request "alternative work schedules" for work hours or schedules that have been in place for quite some time. If you have been approached by DSP management in this regard please let me or another DSP steward know. Additional stewards include Erica Nadeau, Al Elia, and Stacy Clairmont. DSP management has been requested to cease and desist this action but we would like to make sure that the MOSES legal team knows the scope of all requests that may have been made of unit 9 employees. As a whole MOSES is a big supporter of alternative work schedules and making sure that employees have the flexibility that fits their work-life balance. The issue here is that DSP is trying to make changes without notifying or negotiating with the union.

I apologize for the delay in getting this information to all of you folks. I hope to be more timely with my notes from the meeting next week. Please let me know if there is anything else I can assist you with!

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